

**CÔNG TY CP ĐẦU TƯ HẢI PHÁT/  
HAI PHAT INVESTMENT JOINT  
STOCK COMPANY**  
No/Số: **39**./CBTT-HPX

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
THE SOCIALIST REPUBLIC OF VIETNAM**  
**Độc lập - Tự do - Hạnh phúc**  
**Independence - Freedom – Happiness**

*Hà Nội, ngày 27 tháng 01 năm 2026  
Hanoi, January, 27, 2026*

**CÔNG BỐ THÔNG TIN ĐỊNH KỲ  
PERIODIC INFORMATION DISCLOSURE**

**Kính gửi/To:** - Ủy ban Chứng khoán Nhà nước/ The State Securities Commission;  
- Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh/ The Ho Chi Minh City Stock Exchange.

1. Tên tổ chức/ Name of company: **Công ty Cổ phần Đầu tư Hải Phát/ Hai Phat Investment Joint Stock Company.**

- Mã chứng khoán/ Stock symbol: **HPX**

- Địa chỉ/Address of head office: Tầng 5, Tòa CT3, The Pride, Khu ĐTM An Hưng, Phường Hà Đông, Thành phố Hà Nội, Việt Nam/Floor 5, Building CT3, The Pride, An Hung New Urban Area, Ha Dong Ward, Hanoi.

- Điện thoại/Telephone: (024) 32 080 666 Fax: (024) 32 080 566

- Email: [info@haiphat.com.vn](mailto:info@haiphat.com.vn).

2. Nội dung thông tin công bố/Content of disclosed information:

- Báo cáo tình hình quản trị Công ty năm 2025/The Corporate Governance Report for 2025.

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 27/01/2026 tại đường dẫn: <http://www.haiphat.com.vn> mục Quan hệ cổ đông.

Chúng tôi cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố./.

This information was disclosed on the Company's website on January, 27, 2026 at the following link: <http://www.haiphat.com.vn>, under the Shareholder Relations section.



We hereby commit that the disclosed information is accurate and take full legal responsibility for the content of the disclosed information./.

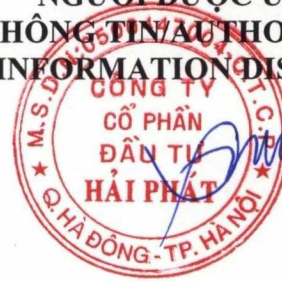
**Tài liệu đính kèm:**

- Báo cáo tình hình quản trị Công ty năm 2025.

**Attached documents:**

- The Corporate Governance Report for 2025.

**NGƯỜI ĐƯỢC UQ  
CÔNG BỐ THÔNG TIN / AUTHORIZED PERSON  
FOR INFORMATION DISCLOSURE**



**PHAN THỊ XUYẾN**



**HAI PHAT INVESTMENT JOINT  
STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

No: **41** /2026/BC-HPX

Ha Noi, January **27<sup>th</sup>**, 2026

**CORPORATE GOVERNANCE REPORT  
(2025 Annual Report)**

To: - **The State Securities Commission;**  
- **The Ho Chi Minh City Stock Exchange.**

- Nam of company: **HAI PHAT INVESTMENT JOINT STOCK COMPANY**
- Address of headoffice: Floor 5, Building CT3, The Pride, An Hung New Urban Area, Ha Dong Ward, Ha Noi City.
- Telephone: 024.3208.0666 Fax: 024.3208.0566
- Email: info@haiphat.com.vn
- Charter capital: 3.041.685.810.000 VND.
- Stock symbol: HPX.
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director.
- The implementation of internal audit: Implemented

**I. Activities of the General Meeting of Shareholders**

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments).

No	Resolution/Decision No	Date	Content
1	01/2025/NQ-ĐHĐCĐ	26/4/2025	<p>The resolution of the 2025 Annual General Meeting of Shareholders approves the following matters:</p> <ol style="list-style-type: none"> <li>1. Approval of the CEO's Report on the implementation of the 2024 business plan and the 2025 business plan.</li> <li>2. Approval of the Report on the Activities of the Board of Directors for 2024 and the Plan for 2025.</li> <li>3. Approval of the Supervisory Board's Report on activities in 2024 and the plan for 2025.</li> <li>4. Approval of the audited consolidated and parent company financial statements for 2024.</li> <li>5. Approval of the profit distribution, fund allocations, and dividend payments for 2024.</li> <li>6. Approval of the Remuneration Settlement for Members of the Board of Directors and the Supervisory Board for 2024, and the Remuneration Plan for Members of the Board of Directors and the Supervisory Board for 2025</li> <li>7. Approval of the selection of the auditing firm for the 2025 financial statements.</li> </ol>

No	Resolution/Decision No	Date	Content
			8. Approval of the results of transactions conducted between Hai Phat Investment Joint Stock Company and related parties in 2024; and approval of the policy for transactions between Hai Phat Investment Joint Stock Company and related parties in 2025.

## II. Board of Directors (2025 Annual Report)

### 1. Information about the members of the Board of Directors

No	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1.	Mr Do Quy Hai	Chairman of the Board of Directors	15/12/2003, the start date of the new term 2023–2028 is 21/10/2023	
2.	Mr Nguyen Van Phuong	Vice Chairman of the Board of Directors	24/11/2017, the start date of the new term 2023–2028 is 21/10/2023	
3.	Mr Nguyen Van Dung	Vice Chairman of the Board of Directors	21/10/2023	

No	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
4.	Mr Le Thanh Hai	Member of the Board of Directors	26/04/2024	
5.	Mr Le Quang Vinh	Independent Member of the Board of Directors	26/04/2024	

## 2. Meetings of the Board of Directors

In 2025, the Board of Directors held 47 meetings.

All Board meetings were conducted in compliance with the Company's Charter and legal regulations.

No	Board of Directors' members	Number of Board of Directors meetings attended	Attendance rate
1	Mr Do Quy Hai	47/47	100%
2	Mr Nguyen Van Phuong	47/47	100%
3	Mr Nguyen Van Dung	47/47	100%
4	Mr Le Thanh Hai	47/47	100%
5	Mr Le Quang Vinh	47/47	100%

### 3. Supervisory Activities of the Board of Directors over Board of General Directors

All activities were conducted in strict compliance with the Company's Charter, the corporate governance regulations, internal management rules, and all applicable laws and regulations, specifically:

- Chaired, directed, and organized the 2025 Annual General Meeting of Shareholders.
- Supervised the implementation of Resolutions and Decisions issued by the Board of Directors and the General Meeting of Shareholders, and monitored the operational activities of Board of General Directors in business operations.
- Oversaw the adherence to the Company's internal management regulations and policies.
- Supervised the management and executive activities of the Board of General Directors in order to enhance the efficiency of business operations and achieve the targets set out in the 2025 business plan.
- Supervised the execution of projects where the Company is the investor.
- Directed and monitored the disclosure of information to ensure transparency and timeliness as required.
- Oversaw the Company's compliance with the Enterprise Law, Securities Law, the Company's Charter, and other current legal regulations.

### 4. Activities of the Subcommittees under the Board of Directors

None.

### 5. Resolutions/Decisions of the Board of Directors

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
1.	01/NQ-HĐQT	21/01/2025	The Company's Guarantee and Use of Assets as Collateral for the Liabilities of IWG Hospitality and Resort Joint Stock Company at the Bank.	100%
2.	02/NQ-HĐQT	27/02/2025	The Plan for Organizing the 2025 Annual General Meeting of Shareholders and the Execution of Transactions/Contracts between the	100%

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
			Company and Related Parties.	
3.	01/QĐ-HĐQT	27/02/2025	The Plan for Organizing the 2025 Annual General Meeting of Shareholders.	100%
4.	02/QĐ-HĐQT	27/02/2025	The Execution of Transactions/Contracts between the Company and Related Parties.	100%
5.	03/NQ-HĐQT	27/02/2025	The Company's Business Cooperation in the No. 5A Urban Development Project at De Tham New Urban Area, De Tham Ward, Cao Bang City, Cao Bang Province.	100%
6.	04/NQ-HĐQT	28/03/2025	The Transfer of Land Use Rights, Ownership of Residential Housing, and Other Assets Attached to the Land.	100%
7.	04A/NQ-HĐQT	28/03/2025	The Approval of the Audited Financial Statements for 2024 and the Selection of the Audit Firm for the 2025 Financial Statements of the Subsidiaries.	100%
8.	02A/QĐ-HĐQT	28/03/2025	The Approval of the Audited Financial Statements for 2024 and the Selection of the Audit Firm for the 2025 Financial Statements of Ruby Real Estate Investment and Development Company Limited.	100%

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
9.	02B/QĐ-HĐQT	28/03/2025	The Approval of the Audited Financial Statements for 2024 and the Selection of the Audit Firm for the 2025 Financial Statements of Topaz PM Vietnam Investment and Development Company Limited.	100%
10.	02C/QĐ-HĐQT	28/03/2025	The Approval of the Audited Financial Statements for 2024 and the Selection of the Audit Firm for the 2025 Financial Statements of Hai Phat – Binh Thuan One Member Limited Liability Company.	100%
11.	02D/QĐ-HĐQT	28/03/2025	The Approval of the Audited Financial Statements for 2024 and the Selection of the Audit Firm for the 2025 Financial Statements of Heritage Vietnam Real Estate One Member Limited Liability Company.	100%
12.	02E/QĐ-HĐQT	28/03/2025	The Approval of the Audited Financial Statements for 2024 and the Selection of the Audit Firm for the 2025 Financial Statements of Diamond IC One Member Limited Liability Company.	100%
13.	02G/QĐ-HĐQT	28/03/2025	The Approval of the Audited Financial Statements for 2024 and the Selection of the Audit Firm for the 2025 Financial Statements of Sapphire Investment One Member Limited	100%

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
			Liability Company.	
14.	02H/QĐ-HĐQT	28/03/2025	The Approval of the Audited Financial Statements for 2024 and the Selection of the Audit Firm for the 2025 Financial Statements of Mai Pha Peninsula Company Limited.	100%
15.	05/NQ-HĐQT	03/04/2025	The Approval of the 2025 Business Plan; Matters to Be Submitted to the 2025 Annual General Meeting of Shareholders; Welfare Fund Allocations for the Company's Employees in 2025; and the Company's Intention to Participate in Land Use Right Auctions.	100%
16.	03/QĐ-HĐQT	03/04/2025	The Approval of the 2025 Business Plan.	100%
17.	04/QĐ-HĐQT	03/04/2025	The Approval of Matters to Be Submitted to the 2025 Annual General Meeting of Shareholders.	100%
18.	05/QĐ-HĐQT	03/04/2025	The Approval of Welfare Fund Allocations for the Company's Employees in 2025.	100%
19.	06/QĐ-HĐQT	03/04/2025	The Approval of the Company's Intention to Participate in Land Use Right Auctions.	100%
20.	07/QĐ-HĐQT	18/04/2025	The Approval of the Capital Contribution to Establish Greenland	100%

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
			Holdings Investment Joint Stock Company and the Appointment of an Authorized Representative to Manage the Contributed Capital at the Enterprise.	
21.	06/NQ-HĐQT	19/04/2025	The Amendment of Terms and Conditions of Bond Package HPXH2123008 (4th Amendment).	100%
22.	07/NQ-HĐQT	29/04/2025	The Approval and Implementation of Matters Stated in Resolution No. 59/NQ-ĐDNSHTP dated April 29, 2025 of the Bondholders of Hai Phat Investment Joint Stock Company.	100%
23.	07A/NQ-HĐQT	15/05/2025	The Approval of the Policy to Adjust the Northern Zone Project under Urban Area No. 19, Subdivision No. 2, Bac Giang City.	100%
24.	08/NQ-HĐQT	16/05/2025	The Selection of Contractors for Certain Construction Packages under Phase 1 of the Commercial Housing Development Project within the Pedestrian Street Area, Southern Urban Area, Bac Giang City, Bac Giang Province.	100%
25.	08/QĐ-HĐQT	16/05/2025	The Selection of a Consulting Contractor for the Package “Bored Pile Quality Testing” of the High-Rise Commercial and Residential Building	100%



No	Number of Resolutions/ Decisions	Date	Content	Approval rate
			under Phase 1 of the Commercial Housing Development Project within the Pedestrian Street Area, Southern Urban Area, Bac Giang City, Bac Giang Province.	
26.	09/QĐ-HĐQT	16/05/2025	The Selection of a Construction Contractor for the Package “Construction of Transformer Station and Medium-Voltage Line System for Tower A-HH3” of the High-Rise Commercial and Residential Building under Phase 1 of the Commercial Housing Development Project within the Pedestrian Street Area, Southern Urban Area, Bac Giang City, Bac Giang Province.	100%
27.	10/QĐ-HĐQT	16/05/2025	The Selection of a Construction Contractor for the Package “Construction Supervision Consulting for the Transformer Station and Medium-Voltage Line System of Tower A-HH3” of the High-Rise Commercial and Residential Building under Phase 1 of the Commercial Housing Development Project within the Pedestrian Street Area, Southern Urban Area, Bac Giang City, Bac Giang Province.	100%
28.	11/QĐ-HĐQT	16/05/2025	The Selection of a Construction Contractor for the Package “Bored Pile	100%

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
			Construction” of the High-Rise Commercial and Residential Building under Phase 1 of the Commercial Housing Development Project within the Pedestrian Street Area, Southern Urban Area, Bac Giang City, Bac Giang Province.	
29.	08A/NQ-HĐQT	19/05/2025	Approval of various matters concerning the business and operational activities in 2025 of the Company’s subsidiaries and affiliated units.	100%
30.	09/NQ-HĐQT	23/05/2025	The Approval of Loan Financing from Bank.	100%
31.	09A/NQ-HĐQT	06/06/2025	The Approval of Certain Matters Related to Business Implementation Activities at the Phu Hai Residential Area Project, Located in Phu Hai Ward, Phan Thiet City, Binh Thuan Province, by Hai Phat – Binh Thuan One Member Limited Liability Company.	100%
32.	10/NQ-HĐQT	17/06/2025	The Supplementary Mortgage of Assets as Collateral for the Company’s Loan at Bao Viet Commercial Joint Stock Bank and the Approval of a Related Party Transaction.	100%
33.	10A/NQ-HĐQT	15/07/2025	Approval of the Policy for the	100%

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
			Company to participate in investment cooperation for the Commercial Housing Construction Project in Bac Giang City.	
34.	10B/NQ-HĐQT	16/07/2025	Approval of the Board of Directors' Authorization to Company Management.	100%
35.	11A/QĐ-HĐQT	16/07/2025	Approval of the Board of Directors' Authorization to the Chairman.	100%
36.	11B/QĐ-HĐQT	16/07/2025	Approval of the Board of Directors' Authorization to the General Director.	100%
37.	11/NQ-HĐQT	17/07/2025	Approval of amendments to the terms and conditions of Bond tranche HPXH2125007.	100%
38.	11A/NQ-HĐQT	29/07/2025	Approval of the Policy on selecting a Consulting Contractor for the Commercial Housing Construction Project in Bac Giang City.	100%
39.	12/NQ-HĐQT	31/07/2025	Approval of the conversion of receivables into shares issued by Hoang Quan Real Estate Consulting – Trading – Services Joint Stock Company.	100%
40.	12A/NQ-HĐQT	31/07/2025	Issuance of a payment guarantee for tax payment obligations of the Company.	100%

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
41.	13/NQ-HĐQT	01/08/2025	Approval of the Policy for the selection of a consulting contractor for the Commercial Housing Construction Project in Bac Giang City and the engagement of a product distribution unit.	100%
42.	12/QĐ-HĐQT	01/08/2025	Engagement of Hai Phat Land Group Joint Stock Company as the product distributor.	100%
43.	13/QĐ-HĐQT	01/08/2025	Approval of the Policy for the selection of a consulting Contractor for the Commercial Housing Construction Project in Bac Giang City.	100%
44.	14/NQ-HĐQT	04/08/2025	Approval of the Policy for the Selection of a Construction Contractor for the Housing Project under the Commercial Housing Construction Project in Bac Giang City.	100%
45.	15/NQ-HĐQT	04/08/2025	Approval of the Policy for the Selection of a Construction Contractor for the Housing Project under the Commercial Housing Construction Project in Bac Giang City.	100%
46.	16/NQ-HĐQT	04/08/2025	Approval of the Policy for the Selection of a Construction Contractor for the Housing Project under the Commercial Housing Construction Project in Bac Giang City.	100%

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
47.	16A/NQ-HĐQT	06/08/2025	Approval of the policy on allowing the subsidiary company to pledge its owned shares as collateral to secure obligations of a third party at a bank.	100%
48.	16B/NQ-HĐQT	08/08/2025	Approval of the Adjustment to the Implementation Schedule of the High-Rise Subdivisions Designated A-HH and the Update of the Project Location for the Commercial Housing Construction Project in Bac Giang City	100%
49.	17/NQ-HĐQT	13/08/2025	Approval of the Policy on Preparing Dossiers for the Local Adjustment of the 1/500 Detailed Plan of the Mai Pha New Urban Area Project in Lang Son Province and Selecting a Consulting Contractor.	100%
50.	18/NQ-HĐQT	14/08/2025	Approval of the Policy for the Company to Terminate Certain Business Cooperation Contracts for the Commercial Housing Construction Project in Bac Giang City	100%
51.	19/NQ-HĐQT	15/08/2025	Approval of Certain Matters Related to the Implementation of Business Activities for the High-Rise Mixed-Use Residential and Commercial Building under the Commercial Housing Construction Project in Bac Giang City.	100%

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
52.	20/NQ-HĐQT	18/08/2025	Approval of Mr. Nguyen Van Phuong's authorization of Mr. Do Quy Hai to exercise the rights and perform the obligations of a member of the Board of Directors of Hai Phat Investment Joint Stock Company.	100%
53.	21/NQ-HĐQT	30/08/2025	Approval of the Policy for a Subsidiary to Mobilize Capital for the Construction Investment of the High-Rise Component of the Phu Hai Residential Project in Binh Thuan Province.	100%
54.	22/NQ-HĐQT	08/09/2025	Selection of a Contractor for the High-Rise Mixed-Use Residential and Commercial Building under the Commercial Housing Construction Project in Bac Giang City.	100%
55.	23/NQ-HĐQT	23/10/2025	Approval of the Policy on Selecting Contractors for Certain Packages and Approving Selling Prices for the Commercial Housing Construction Project in Bac Giang City.	100%
56.	14/QĐ-HĐQT	23/10/2025	Selection of a Contractor for the High-Rise Mixed-Use Residential and Commercial Building under the Commercial Housing Construction Project in Bac Giang City.	100%
57.	15/QĐ-HĐQT	23/10/2025	Approval of the Sale/Transfer Price of	100%

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
			the Swimming Pool Component on the 3rd Floor of the High-Rise Mixed-Use Residential and Commercial Building under the Commercial Housing Construction Project in Bac Giang City.	
58.	23A/NQ-HĐQT	25/10/2025	Approval of certain matters related to subsidiaries: Sapphire Investment One Member Company Limited and Ruby Real Estate Investment and Development One Member Company Limited.	100%
59.	23B/NQ-HĐQT	07/11/2025	Approval of the Policy on Preparing the Cadastral Map Extract Dossier for Land Clearance of the Mai Pha New Urban Area Project in Lang Son Province and Selecting a Consulting Unit.	100%
60.	24/NQ-HĐQT	11/11/2025	Approval in principle of the adjustment to the Commercial Housing Development Project in Lao Cai City.	100%
61.	25/NQ-HĐQT	20/11/2025	Approval of the Policy for a Subsidiary to contribute Capital to establish an Enterprise.	100%
62.	26/NQ-HĐQT	24/11/2025	Approval of the Policy on selecting a Contractor for the High-Rise Mixed-Use Residential and Commercial	100%

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
			Service Building of Urban Development Project No. 5A in Cao Bang City, Cao Bang Province.	
63.	26A/NQ-HĐQT	01/12/2025	Approval of certain matters related to the operations of a Subsidiary.	100%
64.	27/NQ-HĐQT	02/12/2025	Approval in principle of the adjustment to the Phu Hai Residential Housing Project invested by Hai Phat – Binh Thuan One Member Limited Liability Company.	100%
65.	28/NQ-HĐQT	03/12/2025	Approval of the Policy for the Company to Act as a Real Estate Broker and Commit to the Distribution of Certain Real Estate Products.	100%
66.	29/NQ-HĐQT	15/12/2025	Approval of the Policy on selecting a Consulting Contractor for the High-Rise Mixed-Use Residential and Commercial Service Building of Urban Development Project No. 5A in Cao Bang City, Cao Bang Province.	100%
67.	29A/NQ-HĐQT	16/12/2025	Approval of the Policy on selecting Consulting Contractors for Urban Development Project No. 5A in Cao Bang Province and Contractors for Investment Cooperation in the Installation, Management, and Operation of Telecommunications Infrastructure within the Company's	100%

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
			Projects.	
68.	16/QĐ-HĐQT	16/12/2025	Approval of the Policy on selecting Consulting Contractors for Urban Development Project No. 5A in Cao Bang Province	100%
69.	17/QĐ-HĐQT	16/12/2025	Approval of the selection of a contractor for “Investment Cooperation in the Installation, Management and Operation of Telecommunications Infrastructure” within the real estate projects invested by the Company.	100%
70.	29B/NQ-HĐQT	17/12/2025	Approval of a Subsidiary’s Participation in the Purchase of Shares Issued by Hai Phat Retail Joint Stock Company.	100%
71.	29C/NQ-HĐQT	17/12/2025	Approval of a Subsidiary’s Participation in the Purchase of Shares Issued by Hai Phat Retail Joint Stock Company.	100%
72.	30/NQ-HĐQT	18/12/2025	Approval of a Subsidiary’s Share Transfer.	100%
73.	31/NQ-HĐQT	19/12/2025	Approval of Mr. Nguyen Van Phuong’s authorization of Mr. Do Quy Hai to exercise the rights and perform the obligations of a member of the Board of Directors of Hai Phat	100%

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
			Investment Joint Stock Company.	
74.	32/NQ-HĐQT	23/12/2025	Approval of the business cooperation with Bach Moc Investment and Development Joint Stock Company.	100%
75.	33/NQ-HĐQT	31/12/2025	Approval of the Policy on Selecting Contractors for Certain Packages for the High-Rise Mixed-Use Commercial Residential Building in Bac Giang City.	100%
76.	18/QĐ-HĐQT	31/12/2025	Approval of the Policy for the Selection of a Contractor for the High-Rise Mixed-Use Commercial Residential Buildings A-HH3 and A-HH4 under the Commercial Housing Construction Investment Project in Bac Giang City.	100%
77.	19/QĐ-HĐQT	31/12/2025	Approval of the Policy for the Selection of a Contractor for the High-Rise Mixed-Use Commercial Residential Building A-HH5 under the Commercial Housing Construction Investment Project in Bac Giang City.	100%
78.	20/QĐ-HĐQT	31/12/2025	Approval of the Policy for the Selection of a Contractor for the High-Rise Mixed-Use Commercial Residential Building A-HH6 under the Commercial Housing Construction Investment Project in Bac Giang City.	100%

No	Number of Resolutions/ Decisions	Date	Content	Approval rate
79.	21/QĐ-HĐQT	31/12/2025	Approval of the Policy for the Selection of a Contractor for the High-Rise Mixed-Use Commercial Residential Buildings A-HH3 and A-HH4 under the Commercial Housing Construction Investment Project in Bac Giang City.	100%
80.	22/QĐ-HĐQT	31/12/2025	Approval of the Policy for the Selection of a Contractor for the High-Rise Mixed-Use Commercial Residential Buildings A-HH5 and A-HH6 under the Commercial Housing Construction Investment Project in Bac Giang City.	100%
81.	23/QĐ-HĐQT	31/12/2025	Approval of the Policy for the Selection of a Contractor for the High-Rise Mixed-Use Commercial Residential Building under the Commercial Housing Construction Investment Project in Bac Giang City.	100%

### III. The Supervisory Board (2025 Annual Report )

#### 1. Information about the members of the Supervisory Board

No	Members of the Supervisory Board	Position	The start date as a member of the Supervisory Board	Professional qualifications
1	Mr Do Manh Quan	Head of the Supervisory Board	21/10/2023	Master's in Corporate Finance and Governance Control
2	Mr Chu Viet Hung	Member of the Supervisory Board	21/10/2023	Bachelor's in Finance and Banking
3	Mr Le Manh Hung	Member of the Supervisory Board	26/4/2024	Road Engineer

## 2. Meetings of the Supervisory Board

No	Members of the Supervisory Board	Number of meetings attended	Meeting attendance rate	Voting ratio
1	Mr Do Manh Quan	03/03	100%	100%
2	Mr Le Manh Hung	03/03	100%	100%
3	Mr Chu Viet Hung	03/03	100%	100%

## 3. The Supervisory Board's monitoring activities of The Board of Directors, The Board of General Directors, and shareholders

- Participated in meetings of the Board of Directors.
- Attended the Company's business planning meetings.
- Inspected and supervised the Company's business operations.

- Reviewed accounting and financial records; reviewed the audited Financial Statements for 2024, all 2025 Financial Reports, and other documents related to the Company's financial management.
  - Supervised the compliance with the Company's Charter and the implementation of resolutions of the Board of Directors.
  - Oversaw adherence to the Company's internal regulations, policies, and risk management framework to enhance corporate governance effectiveness.
  - Monitored compliance with information disclosure regulations as prescribed by law, ensuring that disclosed information is truthful, transparent, and serves the interests of shareholders.
- 4. The coordination of activities between the Supervisory Board and the Board of Directors, The Board of General Directors, and other management staff.**
- The Supervisory Board consistently coordinates well with the members of the Board of Directors, the members of The Board of General Directors , and relevant staff within the scope of its supervisory duties.
  - The Board of General Directors always facilitates and promptly responds to information requests to support the Supervisory Board's monitoring requirements.
- 5. Other activities of the Supervisory Board (if any): None**

**IV. The Board of General Directors**

No	Member of the Board of General Directors	Date of birth	Professional qualifications	Date of appointment/dismissal of the Board of General
1.	Mr Nguyen Van Phuong	02/07/1979	Bachelor of Architecture	Appointed on May 3, 2024.
2.	Mr Le Thanh Hai	30/06/1978	Bachelor of Economics	Appointed on March 9, 2023
3.	Mr Nguyen Ngoc Tham	06/07/1983	Master of Civil and Industrial Engineering	Appointed on August 1, 2023

No	Member of the Board of General Directors	Date of birth	Professional qualifications	Date of appointment/dismissal of the Board of General
4.	Mr Nguyen Viet Duc	25/11/1976	Construction Engineer, Master of Business Administration	Appointed on July 23, 2024

#### V. Chief Accountant

No	Full name	Date of birth	Professional qualifications	Date of appointment/dismissal
1	Mrs Nguyen Thi Phuong Nga	15/03/1976	Bachelor of Accounting (Business)	Appointed on September 4, 2024

#### V. Training courses on Corporate Governance

The management positions of the Company have participated in training sessions, conferences, and dissemination of regulations and legal documents to support the compliance obligations of listed public companies, organized by the State Securities Commission and the Ho Chi Minh City Stock Exchange.

#### VI. List of affiliated persons of the public company and transactions between the affiliated persons and the company (2025 Annual Report )

##### 1. The list of affiliated persons of the Company

Detailed information is provided in Appendix I attached to the Report.

##### 2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.

Detailed information is provided in Appendix II attached to the Report.

##### 3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power

Detailed information is provided in Appendix III attached to the Report.

#### 4. Transactions between the Company and other objects

No transactions have occurred.

#### VII. Share transactions of internal persons and their affiliated persons (2025 Annual Report )

##### 1. The list of internal persons and their affiliated persons

Detailed information is provided in Appendix IV attached to the Report.

##### 2. Transactions of internal persons and affiliated persons with shares of the Company

No transactions have occurred.

#### VIII. Other significant issues

No transactions have occurred.

*Note: The report and its appendices are written in both Vietnamese and English, and both versions are equally valid. In the event of a discrepancy between the two versions, the Vietnamese version will prevail.*

**THE COMPANY'S LEGAL REPRESENTATIVE  
CHAIRMAN OF THE BOARD OF DIRECTORS**



**Do Quy Hai**



**APPENDIX I - LIST OF AFFILIATED PERSONS OF THE COMPANY**  
 (Attached to the 2025 Corporate Governance Report of Hai Phat Investment Joint Stock Company)

No	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Owner's Identification Number*	Date of Issue	Place of Issue	Head Office Address/Contact Address	Starting Date as a Affiliated Person	Ending Date as a Affiliated Person	Reason	Affiliated Person Relationship with the Company
<b><i>I - Board of Directors</i></b>											
1	Mr Do Quy Hai		Chairman of the Board of Directors					December 15, 2003, start date of the new term (2023-2028) is October 21, 2023		Elected to the Board of Directors	Insider, shareholder owning more than 10% of the total voting shares
2	Mr Nguyen Van Phuong		Vice Chairman of the Board of Directors, General Director, Corporate Governance Officer					November 24, 2017, start date of the new term (2023-2028) is October 21, 2023.		Elected to the Board of Directors	Insider
3	Mr Nguyen Van Dung		Vice Chairman of the Board of Directors					21/10/2023		Elected to the Board of Directors	Insider
4	Mr Le Thanh Hai		Member of the Board of Directors, Deputy General Director					26/04/2024		Elected to the Board of Directors	Insider
5	Mr Le Quang Vinh		Independent Member of the Board of Directors					26/04/2024		Elected to the Board of Directors	Insider
<b><i>II – Supervisory Board</i></b>											

**APPENDIX I - LIST OF AFFILIATED PERSONS OF THE COMPANY**  
 (Attached to the 2025 Corporate Governance Report of Hai Phat Investment Joint Stock Company)

No	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Owner's Identification Number*	Date of Issue	Place of Issue	Head Office Address/Contact Address	Starting Date as a Affiliated Person	Ending Date as a Affiliated Person	Reason	Affiliated Person Relationship with the Company
1	Mr Do Manh Quan		Head of the Supervisory Board					21/10/2023		Elected to the Supervisory Board (holding the position of Head of the Supervisory Board starting from April 26, 2024).	Insider
2	Mr Chu Viet Hung		Member of the Supervisory Board					21/10/2023		Elected to the Supervisory Board	Insider
3	Mr Le Manh Hung		Member of the Supervisory Board					26/04/2024		Elected to the Supervisory Board	Insider

**III – Board of General Directors**

1	Mr Nguyen Van Phuong		Vice Chairman of the Board of Directors, General Director, Corporate Governance Officer				Information as outlined in Section 2, Part I (Board of Directors).	03/05/2024		Appointment.	Insider
2	Mr Le Thanh Hai		Member of the Board of Directors, Deputy General Director				Information as outlined in Section 4, Part I (Board of Directors).	09/03/2023		Appointment.	Insider
3	Mr Nguyen Ngoc Tham		Deputy General Director					01/08/2023		Appointment.	Insider
4	Mr Nguyen Viet Duc		Deputy General Director					23/07/2024		Appointment.	Insider

**IV – Chief Accountant**

**APPENDIX I - LIST OF AFFILIATED PERSONS OF THE COMPANY**  
(Attached to the 2025 Corporate Governance Report of Hai Phat Investment Joint Stock Company)

No	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Owner's Identification Number*	Date of Issue	Place of Issue	Head Office Address/Contact Address	Starting Date as a Affiliated Person	Ending Date as a Affiliated Person	Reason	Affiliated Person Relationship with the Company
1	Mrs Nguyen Thi Phuong Nga		Chief Accountant.					04/09/2024		Appointment.	Insider
<b>V – Company Secretary</b>											
1	Mrs Phan Thi Xuyen		Company Secretary cum Authorized Person for Information Disclosure.					28/12/2020		Appointment.	Insider
<b>VI – Corporate Governance Officer</b>											
1	Mr Nguyen Van Phuong		Vice Chairman of the Board of Directors, General Director, Corporate Governance Officer	Information as outlined in Section 2, Part I (Board of Directors).				03/05/2024		Appointment.	Insider
<b>VII. Authorized Person for Information Disclosure</b>											
1	Mrs Phan Thi Xuyen		Company Secretary cum Authorized Person for Information Disclosure.	Information as outlined in Section 1, Part V (Company Secretary).				19/04/2021			Insider
<b>VIII - Related organization</b>											
1	Hai Phat - Binh Thuan One Member Limited Liability Company.							08/01/2019		Subsidiary, Related Organization of Insider.	Subsidiary, Related Organization of Insider.
2	Ruby Real Estate Investment and Development One Member Limited Liability Company.							31/10/2019		Subsidiary	Subsidiary

**APPENDIX I - LIST OF AFFILIATED PERSONS OF THE COMPANY**  
 (Attached to the 2025 Corporate Governance Report of Hai Phat Investment Joint Stock Company)

No	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Owner's Identification Number*	Date of Issue	Place of Issue	Head Office Address/Contact Address	Starting Date as a Affiliated Person	Ending Date as a Affiliated Person	Reason	Affiliated Person Relationship with the Company
3	Heritage Vietnam Real Estate One Member Limited Liability Company.							15/05/2020		Subsidiary	Subsidiary
4	Sapphire Investment One Member Limited Liability Company.							25/09/2020		Subsidiary	Subsidiary
5	Diamond IC One Member Limited Liability Company.							05/11/2020		Subsidiary	Subsidiary
6	Topaz PM Vietnam Investment and Development One Member Limited Liability Company.							05/11/2020		Subsidiary, Related Organization of Insider.	Subsidiary, Related Organization of Insider.
7	Mai Pha Peninsula Limited Liability Company.							28/04/2022		Subsidiary, Related Organization of Insider.	Subsidiary, Related Organization of Insider.
8	Opal International Investment and Planning Consulting Joint Stock Company.							14/11/2024		Subsidiary	Subsidiary

Note: ID Number: The Citizen Identification Card/Passport number (for individuals) or Business Registration Certificate Number, Operating License, or equivalent legal documents (for organizations).

**APPENDIX II: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS,  
INTERNAL PERSONS AND AFFILIATED PERSONS**

**(Attached to the 2025 Corporate Governance Report of Hai Phat Investment Joint Stock Company)**

No	Name of Organization/Individual	Relationship with the Company	Owner's Identification Number, Date of Issue, Place of Issue	Head Office Address/Contact Address	Time of transactions with the Company	Resolution/Decision No approved by General Meeting of Shareholders /Board of Directors (if any, specifying date of issue)	Content, Quantity, and Total Transaction Value in 2025
1	Hai Phat Retail Joint Stock Company	Organization Related to Insiders, Organization Related to Related Parties of Insiders	No: 0107997443, issued by the Business Registration Office - Hanoi Department of Planning and Investment, first issued on September 20, 2017	5th Floor, CT3 Building, The Pride, An Hung Urban Area, Ha Dong Ward, Hanoi City.	From 01/01/2025 to 31/12/2025	1. Resolution No. 39/NQ-HĐQT dated July 31, 2019 2. Decision No. 64/QĐ-HĐQT dated November 11, 2019	Revenue from basement exploitation and operation management fee: VND 4.334.745.852.
	Hai Phat Retail Joint Stock Company	Organization Related to Insiders, Organization Related to Related Parties of Insiders	No: 0107997443, issued by the Business Registration Office - Hanoi Department of Planning and Investment, first issued on September 20, 2017	5th Floor, CT3 Building, The Pride, An Hung Urban Area, Ha Dong Ward, Hanoi City.	From 01/01/2025 to 31/12/2025	1. Resolution No. 02A/NQ-HĐQT dated January 6, 2017 2. Decision No. 64/QĐ-HĐQT dated November 11, 2019	Fees for premises rental, electricity, water, and parking: VND 1.872.047.026
	Hai Phat Retail Joint Stock Company	Organization Related to Insiders, Organization Related to Related Parties of Insiders	No: 0107997443, issued by the Business Registration Office - Hanoi Department of Planning and Investment, first issued on September 20, 2017	5th Floor, CT3 Building, The Pride, An Hung Urban Area, Ha Dong Ward, Hanoi City.	From 01/01/2025 to 31/12/2025	Decision No. 67/QĐ-HĐQT dated September 17, 2018	Payable for centralized capital management: VND 67.610.753.966.
2	Sapphire Investment One Member Limited Liability Company.	Subsidiary	No: 0109355762, issued by the Business Registration Office - Hanoi Department of Planning and Investment, first issued on September 25, 2020	5th Floor, B2 Building, Roman Plaza, To Huu Street, Ha Dong Ward, Hanoi City	From 01/01/2025 to 31/12/2025	Decision No. 67/QĐ-HĐQT dated September 17, 2018	Payable for centralized capital management: VND 1.630.487.240

**APPENDIX II: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS,  
INTERNAL PERSONS AND AFFILIATED PERSONS  
(Attached to the 2025 Corporate Governance Report of Hai Phat Investment Joint Stock Company)**

No	Name of Organization/Individual	Relationship with the Company	Owner's Identification Number, Date of Issue, Place of Issue	Head Office Address/Contact Address	Time of transactions with the Company	Resolution/Decision No approved by General Meeting of Shareholders /Board of Directors (if any, specifying date of issue)	Content, Quantity, and Total Transaction Value in 2025
3	Ruby Real Estate Investment and Development One Member Limited Liability Company.	Subsidiary	No: 0108969907, issued by the Business Registration Office - Hanoi Department of Planning and Investment, first issued on October 31, 2019	5th Floor, CT3 Building, The Pride, An Hung Urban Area, Ha Dong Ward, Hanoi City.	From 01/01/2025 to 31/12/2025	Decision No. 67/QĐ-HĐQT dated September 17, 2018	Payable for centralized capital management: VND 2.008.826.431
4	Hai Phat - Binh Thuan One Member Limited Liability Company	Subsidiary, Organization Related to Insiders	No: 3401181359, issued by the Business Registration Office - Binh Thuan Department of Planning and Investment, first issued on January 8, 2019	Phu Hai Residential Area, Vo Nguyen Giap Street, Phu My Ward, Lam Dong Province	From 01/01/2025 to 31/12/2025	Decision No. 67/QĐ-HĐQT dated September 17, 2018	Payable for centralized capital management: VND 31.199.501.594
5	Topaz PM Vietnam Investment and Development One Member Limited Liability Company.	Subsidiary, Organization Related to Insiders	No: 0109403984, issued by the Business Registration Office - Hanoi Department of Planning and Investment, first issued on November 5, 2020.	5th Floor, CT3 Building, The Pride, An Hung Urban Area, Ha Dong Ward, Hanoi City.	From 01/01/2025 to 31/12/2025	Decision No. 67/QĐ-HĐQT dated September 17, 2018	Payable for centralized capital management: VND 7.043.192.497

**APPENDIX II: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS,  
INTERNAL PERSONS AND AFFILIATED PERSONS  
(Attached to the 2025 Corporate Governance Report of Hai Phat Investment Joint Stock Company)**

No	Name of Organization/Individual	Relationship with the Company	Owner's Identification Number, Date of Issue, Place of Issue	Head Office Address/Contact Address	Time of transactions with the Company	Resolution/Decision No approved by General Meeting of Shareholders /Board of Directors (if any, specifying date of issue)	Content, Quantity, and Total Transaction Value in 2025
	Topaz PM Vietnam Investment and Development One Member Limited Liability Company.	Subsidiary, Organization Related to Insiders	No: 0109403984, issued by the Business Registration Office - Hanoi Department of Planning and Investment, first issued on November 5, 2020.	5th Floor, CT3 Building, The Pride, An Hung Urban Area, Ha Dong Ward, Hanoi City.	From 01/01/2025 to 31/12/2025	Decision No. 54/QĐ-HĐQT dated December 10, 2020	Consultancy fee: VND 307.209.538
6	PSP Urban Services Joint Stock Company	Organization Related to Related Parties of Insiders	No: 0106903770, issued by the Business Registration Office - Hanoi Department of Planning and Investment on July 14, 2015	5th Floor, CT3 Building, The Pride, An Hung Urban Area, Ha Dong Ward, Hanoi City.	From 01/01/2025 to 31/12/2025	Resolution No. 42E/NQ-HĐQT dated December 4, 2017	Building management service fee: VND 484.068.848
7	Mai Pha PENINSULA Company Limited	Subsidiary, Organization Related to Insiders	No: 4900887159, first issued on April 28, 2022, by the Business Registration Office – Department of Planning and Investment of Lang Son Province	No. 310, Hung Vuong Street, Dong Kinh Ward, Lang Son Province	From 01/01/2025 to 31/12/2025	Decision No. 10/QĐ-HĐQT dated April 25, 2022	Capital contribution: VND 78.200.000

**APPENDIX II: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS,  
INTERNAL PERSONS AND AFFILIATED PERSONS**

(Attached to the 2025 Corporate Governance Report of Hai Phat Investment Joint Stock Company)

No	Name of Organization/Individual	Relationship with the Company	Owner's Identification Number, Date of Issue, Place of Issue	Head Office Address/Contact Address	Time of transactions with the Company	Resolution/Decision No approved by General Meeting of Shareholders /Board of Directors (if any, specifying date of issue)	Content, Quantity, and Total Transaction Value in 2025
8	OPAL International Investment Consulting and Planning Joint Stock Company	Subsidiary	No: 0110889871, first issued on November 14, 2024, by the Business Registration Office – Department of Planning and Investment of Hanoi City.	5th Floor, CT3 Building, The Pride, An Hung Urban Area, Ha Dong Ward, Hanoi City.	From 01/01/2025 to 31/12/2025	Decision No. 02/QD-HDQT dated February 27, 2025	Consultancy fee: VND 789.000.000
	OPAL International Investment Consulting and Planning Joint Stock Company	Subsidiary	No: 0110889871, first issued on November 14, 2024, by the Business Registration Office – Department of Planning and Investment of Hanoi City.	5th Floor, CT3 Building, The Pride, An Hung Urban Area, Ha Dong Ward, Hanoi City.	From 01/01/2025 to 31/12/2025	Decision No. 22/QD-HDQT dated November 7, 2024	Charter capital contribution: VND 297.630.000
9	Hai Phat Land Group Joint Stock Company	Organization Related to Insiders	0110714737 issued by the Business Registration Office - Hanoi Department of Planning and Investment on May, 14, 2024	5th Floor, CT3 Building, The Pride, An Hung Urban Area, Ha Dong Ward, Hanoi City.	From 20/08/2025 to 31/12/2025	Decision No. 02/QD-HDQT dated February 27, 2025	Brokerage contract advance: VND 45.000.000.000

**APPENDIX II: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS,  
INTERNAL PERSONS AND AFFILIATED PERSONS**

**(Attached to the 2025 Corporate Governance Report of Hai Phat Investment Joint Stock Company)**

No	Name of Organization/Individual	Relationship with the Company	Owner's Identification Number, Date of Issue, Place of Issue	Head Office Address/Contact Address	Time of transactions with the Company	Resolution/Decision No approved by General Meeting of Shareholders /Board of Directors (if any, specifying date of issue)	Content, Quantity, and Total Transaction Value in 2025
	Hai Phat Land Group Joint Stock Company	Organization Related to Insiders	0110714737 issued by the Business Registration Office - Hanoi Department of Planning and Investment on May, 14, 2024	5th Floor, CT3 Building, The Pride, An Hung Urban Area, Ha Dong Ward, Hanoi City.	From 05/09/2025 to 31/12/2025	Decision No. 02/QD-HDQT dated February 27, 2025	Performance Security Deposit: VND 121.563.000.000

**APPENDIX III: TRANSACTION BETWEEN INTERNAL PERSONS OF THE COMPANY, AFFILIATED PERSONS OF INTERNAL PERSONS AND THE COMPANY'S SUBSIDIARIES IN WHICH THE COMPANY TAKES CONTROLLING POWER**

**(Attached to the Corporate Governance Report for 2025 of Hai Phat Investment Joint Stock Company)**

No	Transaction executor	Relationship with internal persons	Position in HPX	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/ Contact Address	Name of subsidiaries or companies which HPX controls	Time of transactions	Content	Total value of transaction (VND)
1	Traffic Construction Corporation 5 – JSC	Organizations related to insiders		0400101919	01/12/2010	Business Registration Office – Da Nang Department of Planning and Investment	77 Nguyen Du Street, Hai Chau Ward, Da Nang City	Hai Phat Retail Joint Stock Company (Indirect subsidiary)*	From 01/01/2025 to 26/11/2025	Revenue from parking services	836.364
2	Traffic Construction Corporation 5 – JSC	Organizations related to insiders		0400101919	01/12/2010	Business Registration Office – Da Nang Department of Planning and Investment	77 Nguyen Du Street, Hai Chau Ward, Da Nang City	Hai Phat - Binh Thuan One Member Limited Liability Company	From 01/01/2025 to 31/12/2025	Cost of construction	266.081.771
3	Yen Son Joint Stock Company	Organizations related to insiders		0900211966	13/10/2005	Business Registration Office – Hung Yen Department of Planning and Investment	Km 19+500, National Route 5A, Nguyen Van Linh Commune, Hung Yen Province.	Hai Phat Retail Joint Stock Company (Indirect subsidiary)*	From 01/01/2025 to 26/11/2025	Revenue from leasing activities	358.120.070



No	Transaction executor	Relationship with internal persons	Position in HPX	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/ Contact Address	Name of subsidiaries or companies which HPX controls	Time of transactions	Content	Total value of transaction (VND)
4	Yen Son Joint Stock Company	Organizations related to insiders		0900211966	13/10/2005	Business Registration Office – Hung Yen Department of Planning and Investment	Km 19+500, National Route 5A, Nguyen Van Linh Commune, Hung Yen Province.	Topaz PM Vietnam Investment and Development One Member Limited Liability Company.	From 01/01/2025 to 31/12/2025	Revenue from consulting services	1.224.080.556
5	Hai Phat Land Group Joint Stock Company	Organizations related to insiders		0110714737	14/5/2024	Business Registration Office – Hanoi Department of Planning and Investment	5th Floor, CT3 Building, The Pride, An Hung New Urban Area, Ha Dong Ward, Hanoi City	Hai Phat Retail Joint Stock Company (Indirect subsidiary)	From 01/01/2025 to 26/11/2025	Revenue from leasing activities	120.553.089
									From 01/01/2025 to 28/02/2025	Payable brokerage fees	23.839.285
6	Hai Phat Land Group Joint Stock Company	Organizations related to insiders.		0110714737	14/5/2024	Business Registration Office – Hanoi Department of Planning and Investment	5th Floor, CT3 Building, The Pride, An Hung New Urban Area, Ha Dong	OPAL International Investment Consulting and Planning Joint Stock Company	From 04/08/2025 to 31/12/2025	Consulting fees	135.500.000

No	Transaction executor	Relationship with internal persons	Position in HPX	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/ Contact Address	Name of subsidiaries or companies which HPX controls	Time of transactions	Content	Total value of transaction (VND)
							Ward, Hanoi City				
7	PSP Urban Services Joint Stock Company	Organizations related to persons related to insiders		0106903770	14/07/2015	Business Registration Office – Hanoi Department of Planning and Investment	5th Floor, CT3 Building, The Pride, An Hung New Urban Area, Ha Dong Ward, Hanoi City	Hai Phat Retail Joint Stock Company (Indirect subsidiary)	From 01/01/2025 to 26/11/2025	Revenue from leasing activities	2.923.386.942
									From 01/01/2025 to 26/11/2025	Operation and management service fees	4.012.647.674
8	Hai Phat Retail Joint Stock Company	Indirect subsidiary, Organizations related to insiders		0107997443	20/09/2017	Business Registration Office – Hanoi Department of Planning and Investment	5th Floor, CT3 Building, The Pride, An Hung Urban Area, Ha Dong Ward, Hanoi City	Topaz PM Vietnam Investment and Development One Member Limited Liability Company	From 27/11/2025 to 31/12/2025	Rent, utilities, parking, and service charges	5.409.091

No	Transaction executor	Relationship with internal persons	Position in HPX	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/ Contact Address	Name of subsidiaries or companies which HPX controls	Time of transactions	Content	Total value of transaction (VND)
9	Hai Phat Retail Joint Stock Company	Indirect subsidiary, Organizations related to insiders.		0107997443	20/09/2017	Business Registration Office – Hanoi Department of Planning and Investment	5th Floor, CT3 Building, The Pride, An Hung Urban Area, Ha Dong Ward, Hanoi City	OPAL International Investment Consulting and Planning Joint Stock Company	From 27/11/2025 to 31/12/2025	Rent, utilities, parking, and service charges	29.726.643
10	Mrs Nguyen Thi Ngoc Anh	Persons related to insiders						Hai Phat - Binh Thuan One Member Limited Liability Company	From 01/01/2025 to 31/12/2025	Payment for real estate acquisition	438.329.091
11	Mr Nguyen Ngoc Tham	Insiders	Deputy General Directors.					Hai Phat - Binh Thuan One Member Limited Liability Company	From 01/01/2025 to 31/12/2025	Payment for real estate acquisition	4.586.616.552
12	Mr Le Thanh Hai	Insiders	Member of the Board of Directors and Deputy					Hai Phat - Binh Thuan One Member Limited Liability Company.	From 01/01/2025 to 31/12/2025	Payment for real estate acquisition	4.980.967.868

No	Transaction executor	Relationship with internal persons	Position in HPX	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/ Contact Address	Name of subsidiaries or companies which HPX controls	Time of transactions	Content	Total value of transaction (VND)
			General Director								

\*Hai Phat Retail Joint Stock Company: As of November 27, 2025, Hai Phat Retail Joint Stock Company ceased to be an indirect subsidiary of HPX.

**APPENDIX IV - THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS**

(Attached to the 2025 Corporate Governance Report of Hai Phat Investment Joint Stock Company)

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
<b>I - Board of Directors</b>										
1	Mr Do Quy Hai		Chairman					40.839.948	13,43%	
<b>Mr Do Quy Hai's affiliated persons</b>										
1.1	Mr Do Quy Bang							0	0%	Father
1.2	Mrs Nguyen Thi Nhan							0	0%	Mother
1.3	Mrs Chu Thi Luong							5.032.285	1,65%	Wife
1.4	Ms Do Minh Ngoc							0	0	Daughter
1.5	Mr Do Quy Hoang Son							0	0%	Son
1.6	Mr Do Quy Hien							0	0%	Son
1.7	Ms Do Minh Chau							0	0%	Daughter
1.8	Ms Do Quy Chien							0	0%	Brother
1.9	Mr Do Quy Duong							674.174	0,22%	Younger Brother
1.10	Mr Do Quy Thanh							0	0%	Younger Brother
1.11	Mrs Nghiem Thi Mai							0	0%	Mother-in-law
1.12	Mrs Nguyen Thi Thu Hai							402	0,000132%	Sister-in-law
1.13	Mrs Le Thi Chuc							0	0%	Sister-in-law

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
<i>Organizations related to Mr. Do Quy Hai</i>										
1.14	Binh Minh Real Estate Joint Stock Company							0	0%	Chairman
1.15	Mai Pha Limited Liability Company							0	0%	Chairman of the Board and General Director
2	Mr Nguyen Van Phuong		Vice Chairman of the Board of Directors, CEO, Person in Charge of Company Management					608.337	0,2%	
<i>Mr Nguyen Van Phuong's affiliated persons</i>										
2.1	Mr Nguyen Van Cu							0	0%	Father
2.2	Mrs Nguyen Thi Thu Van							0	0%	Wife
2.3	Mr Nguyen Hai Nam							0	0%	Son
2.4	Ms Nguyen Thi Van Anh							0	0%	Daughter, National ID card not issued
2.5	Mrs Nguyen Thi Thu Huong							402	0,00001%	Younger Sister
2.6	Mr Nguyen Cong Long							0	0%	Father-in-law
2.7	Mrs Nguyen Thi Thu Dung							0	0%	Mother-in-law

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
2.8	Mr Vu Manh Quang							0	0%	Brother-in-law

**Organizations related to Mr. Nguyen Van Phuong**

2.9	HP Hospitality Nha Trang Limited Liability Company							0	0%	Chairman of the Member Council
2.10	Hai Phat Land Group Joint Stock Company							0	0%	Chairman of the Board of Directors, Legal Representative of the Company
2.11	Yen Son Joint Stock Company							0	0%	Chairman of the Board of Directors, Legal Representative of the Company. Owns 51% of the charter capital
2.12	OPAL Vietnam Architecture and Planning Consulting Joint Stock Company							0	0%	Chairman, Owns 20% of the Charter Capital
2.13	VN Binh Minh Investment Joint Stock Company							0	0%	General Director, holding 35% of charter capital
3	Mr Nguyen Van Dung		Vice Chairman of the Board of Directors					381.200	0,1253%	

**Mr Nguyen Van Dung's affiliated persons**

3.1	Mr Nguyen Huu Luong							0	0%	Father
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No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
3.2	Mrs Vu Thi Hue							0	0%	Mother
3.3	Mrs Hoang Diep Anh							0	0%	Wife
3.4	Ms Nguyen Ha Phuong							0	0%	Daughter
3.5	Ms Nguyen Ha An							0	0%	Daughter, National ID card not issued
3.6	Mr Nguyen Minh Hoang							0	0%	Son, National ID / card not issued
3.7	Mr Nguyen Viet Hung							0	0%	Brother
3.8	Mrs Nguyen Thi Thuy							0	0%	Sister-in-law
3.9	Mr Hoang Van Ha							0	0%	Father-in-law
3.10	Mrs Le Thi Hong Phuong							0	0%	Mother-in-law
<i>Organizations related to Mr. Nguyen Van Dung</i>										
3.11	Yen Son Joint Stock Company							0	0%	Member of the Board of Directors, CEO. Owns 10% of the charter capital
4	<b>Mr Le Thanh Hai</b>		<b>Member of the Board of Directors and Deputy General Director</b>					<b>391.140</b>	<b>0,13%</b>	
<i>Mr Le Thanh Hai's affiliated persons</i>										

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
4.1	Mr Le Khac Kiem							0	0%	Father
4.2	Mrs Pham Thi Tuyen							0	0%	Mother
4.3	Mrs Nguyen Thi Ngoc Anh							0	0%	Wife
4.4	Mr Le Nguyen Hai Anh							0	0%	Son
4.5	Ms Le Nguyen Ha Vy							0	0%	Daughter
4.6	Ms Le Nguyen Ha Anh							0	0%	Daughter, National ID card not issued
4.7	Mr Le Thanh Nam							0	0%	Brother
4.8	Mrs Nguyen Thi Diep							0	0%	Sister-in-law
4.9	Mr Le Thanh Hoa							0	0%	Younger Brother
4.10	Mrs Nguyen Thi Thu							0	0%	Sister-in-law
4.11	Mrs Le Thi Hanh							0	0%	Sister-in-law
4.12	Mr Hoang Van Tuan							0	0%	Brother-in-law
4.13	Mrs Nguyen Thi Khiet							0	0%	Mother-in-law
<b>Organizations related to Mr. Le Thanh Hai</b>										
4.14	HP Hospitality Nha Trang Company Limited							0	0%	Deputy General Director
4.15	Hai Phat Land Group Joint Stock Company							0	0%	General Director

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
4.16	THD Vietnam Investment and Construction Joint Stock Company							0	0%	Member of the Board of Directors, Owns 20% of the charter capital
4.17	Hai Phat - Binh Thuan One Member Limited Liability Company							0	0%	Chairman of the Company, authorized representative managing the capital share, legal representative
4.18	Hai Phat Retail Joint Stock Company							0	0%	General Director
5	Mr Le Quang Vinh		Independent Member of the Board of Directors					30	0,00001%	
<i>Mr Le Quang Vinh's affiliated persons</i>										
5.1	Mr Le Van Thu							0	0%	Father
5.2	Mrs Mai Thi Hong							0	0%	Mother
5.3	Mrs Nguyen Thi Bich Ngoc							0	0%	Wife
5.4	Mr Le Anh Tuan							0	0%	Son
5.5	Mr Le Tuan Minh							0	0%	Son
5.6	Mr Le Xuan Truong							0	0%	Younger Brother

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
5.7	Mr Le Tien Dung							0	0%	Younger Brother
5.8	Bà Lê Thị Dung							0	0%	Sister-in-law
5.9	Mrs Truong Thi Nguyet							0	0%	Sister-in-law
5.10	Mr Nguyen Tuan Khanh							0	0%	Father-in-law
5.11	Mrs Tran Thi Tuoc							0	0%	Mother-in-law
<b>Organizations related to Mr. Le Quang Vinh</b>										
5.12	Traffic Construction Corporation 5 – JSC							0	0%	Deputy General Director
<b>II-Supervisory Board</b>										
1	<b>Mr Do Manh Quan</b>		<b>Head of the Supervisory Board</b>					0	0%	
<b>Mr Do Manh Quan's affiliated persons</b>										
1.1	Mrs Pham Thi Ngoc							200	0,000066%	Wife
1.2	Mr Do Manh Dung							0	0%	Son
1.3	Ms Do Minh Chau							0	0%	Daughter, National ID card not issued
1.4	Mr Do Hoang Minh							0	0%	Son, National ID card not issued

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
1.5	Mrs Do Thi Tham							0	0%	Mother
1.6	Mr Pham Cong Viet							0	0%	Father-in-law
1.7	Mrs Vu Thi Lan							0	0%	Mother-in-law

**Organizations related to Mr Do Manh Quan**

1.8	Traffic Construction Corporation 5 – JSC							0	0%	Member of the Supervisory Board
1.9	Hai Phat Kinh Bac Joint Stock Company							0	0%	Chief Accountant
1.10	BT Ha Dong Limited Liability Company							0	0%	Chief Accountant
2	<b>Mr Chu Viet Hung</b>		<b>Member of the Supervisory Board</b>					<b>0</b>	<b>0%</b>	

**Mr Chu Viet Hung 's affiliated persons**

2.1	Mr Chu Duc Binh							0	0%	Father
2.2	Mrs Pham Thi Tham							0	0%	Mother
2.3	Mrs Dao Thi Dung							0	0%	Wife
2.4	Mr Chu Minh Hai							0	0%	Son, National ID card not issued
2.5	Ms Chu Ngoc Diep							0	0%	Daughter, National ID card not issued

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
2.6	Mrs Chu Thi Le Hang							0	0%	Younger Sister
2.7	Mrs Pham Van Nam							0	0%	Brother-in-law
2.8	Mr Dao Van Hop							0	0%	Father-in-law
2.9	Mrs Pham Thi Thanh							0	0%	Mother-in-law
<b>Organizations related to Mr Chu Viet Hung</b>										
2.10	Haditravel Trade and Tourism Service Limited Liability Company							0	0%	Owning 30% of the charter capital
3	<b>Mr Le Manh Hung</b>		<b>Member of the Supervisory Board</b>					0	0%	
<b>Mr Le Manh Hung 's affiliated persons</b>										
3.1	Mrs Pham Thi Lien							0	0%	Mother-in-law
3.2	Mrs Dang Thi Thu Huong							0	0%	Wife
3.3	Ms Le Bao Ngan							0	0%	Daughter
3.4	Ms Le Van Anh							0	0%	Daughter
3.5	Mr Le Duy Phuong							0	0%	Brother
3.6	Mr Le Duy Dong							0	0%	Brother
3.7	Mrs Le Thu Ha							0	0%	Younger Brother

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
3.8	Mr Tran Van Thuc							0	0%	Brother-in-law
3.9	Mrs Phan Kim Lien							0	0%	Sister-in-law
3.10	Mrs Tran Thi Phuong Thuy							0	0%	Sister-in-law

*Organizations related to Mr Le Manh Hung (None)*

**III - Board of General Directors**

1	Mr Nguyen Van Phuong		Member of the Board of Directors cum General Director	Information as stated in Section 2, Part I (Board of Directors Members)			Information as stated in Section 2, Part I (Board of Directors Members)	608.337	0,2%	
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*Mr Nguyen Van Phuong's affiliated persons (Information as stated in Sections 2.1 to 2.8, Part I (Board of Directors Members))*

*Organizations related to Mr Nguyen Van Phuong (Information as stated in Sections 2.9 to 2.13, Part I (Board of Directors Members))*

2	Mr Nguyen Ngoc Tham		Deputy General Director					11	0,000004%	
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*Mr Nguyen Ngoc Tham 's affiliated persons*

2.1	Mr Nguyen Van Tu							0	0%	Father
2.2	Mrs Do Thi Nhat							0	0%	Mother
2.3	Mrs Khieu Thi Huong Trang							95	0,00003%	Wife
2.4	Mr Nguyen Nam Hai							0	0%	Son

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
2.5	Mr Nguyen Hai Nam							0	0%	Son
2.6	Ms Nguyen Huyen My							0	0%	Daughter
2.7	Mr Nguyen Van Canh							0	0%	Brother
2.8	Mr Nguyen Cong Thang							0	0%	Brother
2.9	Mrs Nguyen Thi Phuong Lan							0	0%	Sister
2.10	Mr Khieu Long Thanh							0	0%	Father-in-law
2.11	Mrs Dao Kim Long							0	0%	Mother-in-law
2.12	Mrs Nguyen Thi Phuong Thao							0	0%	Sister-in-law
2.13	Mrs Pham Thi Thuong							0	0%	Sister-in-law
2.14	Mr Phan Anh Tuan							0	0%	Brother-in-law
<b>Organizations related to Mr Nguyen Ngoc Tham</b>										
2.15	Hai Phat - Binh Thuan One Member Limited Liability Company							0	0%	General Director
2.16	Topaz PM Vietnam Investment and Development One Member Limited Liability Company							0	0%	Chairman of the Company cum Director

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
3	Mr Le Thanh Hai		Member of the Board of Directors cum Deputy CEO	Information as stated in Section 4, Part I (Board of Directors Members)			Information as stated in Section 4, Part I (Board of Directors Members)	391.140	0,13%	
<i>Mr Le Thanh Hai's affiliated persons (Information as stated in Sections 4.1 to 4.13, Part I (Board of Directors Members))</i>										
<i>Organizations related to Mr Le Thanh Hai (Information as stated in Sections 4.14 to 4.18, Part I (Board of Directors Members))</i>										
4	Mr Nguyen Viet Duc		Deputy CEO					0	0%	
<i>Mr Nguyen Viet Duc's affiliated persons</i>										
4.1	Mrs Tran Thi Minh Hung							0	0%	Mother
4.2	Mrs Pham Thi Thu Hien							0	0%	Wife
4.3	Ms Nguyen Pham Anh Duong							0	0%	Daughter
4.4	Mr Nguyen Gia Phuc							0	0%	Son, National ID card not issued
4.5	Mrs Nguyen My Hanh							0	0%	Sister
4.6	Mr Nguyen Viet Cuong							0	0%	Brother
4.7	Mrs Bui Thi Huyen							0	0%	Sister-in-law
4.8	Mr Pham Van Toan							0	0%	Father-in-law

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
4.9	Mrs Dinh Thi Chien							0	0%	Mother-in-law
<b>Organizations related to Mr Nguyen Viet Duc</b>										
4.10	Yen Son Joint Stock Company							0	0%	Member of the Board of Directors
4.11	THD Vietnam Investment and Construction Joint Stock Company							0	0%	Member of the Board of Directors, CEO, owning 30% of the charter capital
<b>IV- Chief Accountant</b>										
1	Mrs Nguyen Thi Phuong Nga		Chief Accountant					0	0%	
<b>Mrs Nguyen Thi Phuong Nga's affiliated persons</b>										
1.1	Mrs Dang Thi Hong Sang							0	0%	Mother
1.2	Mrs Nguyen Thi Minh Nguyet							0	0%	Sister
1.3	Mrs Nguyen Thi Thu Hang							0	0%	Younger Sister
1.4	Mr Nguyen Minh Duc							0	0%	Younger Brother
1.5	Mr Hoang Hong Hai							0	0%	Brother-in-law
1.6	Mr Bui Xuan Lien							0	0%	Brother-in-law

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
1.7	Mr Tran Thanh Nam							0	0%	Son
1.8	Mr Ha Dinh Minh Phuc							0	0%	Son, National ID card not issued
1.9	Mrs Do Thi Duyen							0	0%	Daughter-in-law
<b>Organizations related to Mrs Nguyen Thi Phuong Nga</b>										
1.10	HVT Bac Kan Joint Stock Company							0	0%	.Ms. Nga is the Director and holds 60% of the Company's charter capital.
<b>V - Corporate Governance Officer</b>										
1	Mr Nguyen Van Phuong			Information as stated in Section 2, Part I (Board of Directors Member).			Information as stated in Section 2, Part I (Board of Directors Member).	608.337	0,2%	
<b>Mr Nguyen Van Phuong's affiliated persons (Information as stated in Sections 2.1 to 2.8, Part I (Board of Directors Member))</b>										
<b>Organizations related to Mr Nguyen Van Phuong (Information as stated in Sections 2.9 to 2.13, Part I (Board of Directors Member))</b>										
<b>VI- Authorized person for information disclosur</b>										
1	Mrs Phan Thi Xuyen							12	0,000004%	
<b>Mr Phan Thi Xuyen's affiliated persons</b>										

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
1.1	Mr Phan Quoc Khanh							0	0%	Father
1.2	Mrs Ngo Thi Lien							0	0%	Mother
1.3	Mrs Nguyen Thi Que							0	0%	Mother-in-law
1.4	Mr Tran Van Huynh							0	0%	Husband
1.5	Mrs Tran Thi Chau Giang							0	0%	Daughter
1.6	Mr Tran Dang Nhat Minh							0	0%	Son
1.7	Mrs Phan Thi Hoa							0	0%	Sister
1.8	Mrs Phan Thi Luyen							0	0%	Sister
1.9	Mr Phan Quoc Khai							0	0%	Younger Brother
1.10	Mr Tran Van Gia							0	0%	Brother-in-law
1.11	Mr Doan Duc Luong							0	0%	Brother-in-law
1.12	Mrs Le Thi Hanh							0	0%	Sister-in-law

*Organizations related to Mrs Phan Thi Xuyen (None)*

*VII – Company Secretary*

No	Full name	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Information (Citizen Identification Card/ Passport/ Business Registration Certificate)			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				No	Date of issue	Place of issue				
1	Mrs Phan Thi Xuyen						Information as stated in Section 1, Part VI (Authorized Person for Information Disclosure)	12	0,000004%	
<i>Mrs Phan Thi Xuyen's affiliated persons (Information as stated in Sections 1.1 to 1.12, Part VI (Authorized Person for Information Disclosure))</i>										
<i>Organizations related to Mrs Phan Thi Xuyen (None)</i>										